MM&P Notice to Members

Email: mmpinfo@bridgedeck.org

410-582-7046

OSG Fleet & ATC Fleet Newsletter 182nd Edition

Oct. 23, 2026



Are You Getting Paid the Same as Union Marine Engineers?

If management says your raises will follow what union engineers negotiate, where is that commitment written, how is the comparison calculated, and what happens if the company changes course? Without a clear, enforceable agreement, you're left relying on management's assurances, without transparency or your own voice in those negotiations. Our own contract can lock in wage rates, scheduled increases, and a process to enforce them.

Your paycheck is only part of your economic package. A contract can also address hazard pay, overtime, travel pay and reimbursements, along with required training, license renewals, and medical examinations, including pay for time spent completing those requirements. It can establish deadlines for issuing pay and reimbursements, negotiated penalties for late payment, and a grievance process to enforce those obligations. Vacation, retirement contributions such as 401K and pension, and health insurance costs are also essential contractual matters. A management promise of comparable raises is no substitute for a binding contract covering the full value of your work. We know the value of those promises. This is what we voted for and why ATC and OSG must bargain.

Saltchuk Is Part of a Management Strategy to Delay and Deny

At Amazon JFK8, workers won their election on April 1, 2022**.** The NLRB ordered Amazon to bargain in April 2026**,** but they still lack a contract while Amazon continues litigation challenging the NLRB. The first Starbucks store voted union in December 2021**.** No agreement has yet been reached. The union launched a national consumer boycott **in** August 2026**,** and shareholders are pressing the company to resolve the dispute.

Some Workers have broken first-contract deadlocks by preparing to strike**.** At Apple's Towson store, workers authorized a strike in May 2024 and reached a tentative first contract that July. Condé Nast workers threatened a walkout during the May 2024 Met Gala, securing a tentative

agreement that morning. New York Times tech workers struck during the November 2024 presidential election period and reached a tentative first contract on December 11, 2024.

At OSG and ATC, we're building the organization and support needed to move our own first contract bargaining forward. This week, the nation-wide United Electrical, Radio and Machine Workers of America (UE) added its voice to the demand that Saltchuk bargain. Our social media outreach, a month in, is approaching 100,000 views, compelled almost 100 academics and faith leaders to sign onto an open letter, and generated new media interest.

The point of stalling and delay is to demoralize the workers. OSG and ATC Mates haven't budged and are making positive strides, almost two years from when this all began. Our bargaining committees are united and active. We are holding fast.

Help spread the word:

Facebook: Mates United
Instagram: @mates_united
Public petition: tinyurl.com/MatesUnited

Get in the Conversation!
Join the MM&P ATC/OSG WhatsApp

https://rebrand.ly/ATCOSHWHAT

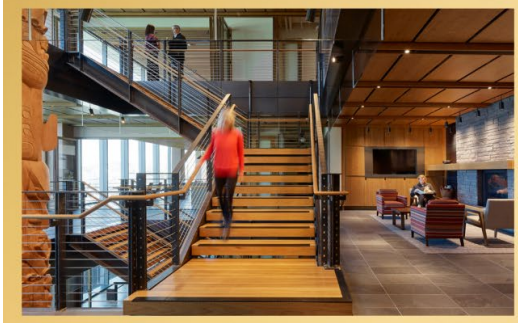
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Luxury on Demand. Contracts on Delay.

OSG and ATC mates voted for MM&P in 2024, but Saltchuk's companies continue to delay first contracts. ***While Mates deliver America's energy supplies without a contract, here's what delay must look like for Saltchuk executives:***



Waterfront Headquarters

Acclaimed white oak floors, stone fireplaces, a three-story staircase wrapped around a hand-carved, 30-foot totem pole. Waterfront and sunlit kitchen and a 22-foot live-edge red elm boardroom table.



Luxury Yacht

200-foot luxury yacht, complete with fine custom cabinetry, an onboard chef, and a crew.



Luxury Jet

Offers a stand-up cabin and panoramic windows, configurations with up to three living areas, dining for six, and sleeping accommodations for eight.

TELL SALTCHUK, OSG, AND ATC TO BARGAIN

SIGN THE PETITION

tinyurl.com/MatesUnited

MatesUnited.Org

Facebook: Mates United Instagram: @Mates_United

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United Electrical, Radio and Machine Workers of America Stands with ATC and OSG Mates

The national union representing workers across manufacturing, public services, and education, has added its voice to the call for first contracts. UE demands that Saltchuk respect the OSG and ATC mates' union votes and bargain with MM&P.

United Electrical, Radio & Machine Workers of America (UE)

SCOTT SLAWSON
General President

ANDREW C. DINKELAKER
General Secretary-Treasurer

KIMBERLY LAWSON
Director of Organization

October 21, 2026

To the leadership of Saltchuk, Overseas Shipholding Group, and Alaska Tanker Company:

On behalf of the membership of the United Electrical, Radio and Machine Workers of America (UE), I am writing to express our full solidarity with the licensed deck officers at OSG and ATC fighting for their first contracts with Masters, Mates & Pilots.

These deck officers are seeking the same protections and professional standards already secured by their union counterparts throughout the maritime industry. They voted overwhelmingly for union representation in 2024. Their choice deserves respect. Prolonged litigation and delay cannot be tolerated.

We urge Saltchuk and its subsidiaries to end the delays, meet with MM&P, and negotiate fair first contracts. The mates have our solidarity until their vote becomes a contract.

Sincerely,

Scott Slawson,
UE General President

SIGN THE PETITION

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In The News

MATSON CHRISTENS FIRST OF THREE NEW LNG-FUELED ALOHA CLASS CONTAINERSHIPS

MM&P-crewed Matson Navigation christened the first of its three new Aloha-class LNG-fueled containerships in a ceremony held at Hanwha Philly Shipyard on Oct. 10.

Matson board member Jenai Wall officially named the new vessel Makua with the traditional bottle smash.

Makua and the two other new vessels are being built to match the size and speed of the Daniel K. Inouye and Kaimana Hila, the company's two existing Aloha Class ships.

The Aloha Class vessels are Matson's fastest, with a top speed of nearly 24 knots.

Makua and the other two new vessels, like their sisterships, will be equipped with dual-fuel engines designed to operate on either conventional marine fuels or LNG.

They have a fuel-efficient hull design, double-hull fuel tanks and freshwater ballast systems.

Makua is scheduled for delivery in the first quarter of next year.

The second ship is scheduled for delivery in the third quarter of 2027 and the third is expected to be delivered in the second quarter of 2028.

"Adding three new Aloha Class ships to the fleet over the next 18 months will improve operating efficiencies and reliability and increase capacity in our core Hawaii service as well as our China-Long Beach Express service," said Matson CEO Matt Cox.

"And we're proud that building them here supports hundreds of good-paying shipyard jobs and will provide more than 2,500 job opportunities for U.S. mariners over the lifespan of each ship."

"We are grateful for Matson's continued trust in our people, and incredibly proud of the skill and craftsmanship our workforce is bringing to Makua and the next generation of Aloha Class ships," said David Kim, CEO of Hanwha Philly Shipyard.

Matson will name the other two new vessels Malama and Makena.

The company's original ships named Makua, Malama, and Makena were freighters commissioned by the United States Shipping Board, an emergency agency established to increase the number of US ships supporting the war effort during World War I.

They were purchased by Matson in the 1920s and remained active in the company's fleet for the next two decades.

Photos of the christening ceremony will be published in the next issue of The Master, Mate & Pilot.



OSG and ATC LDOs can upgrade to Chief Mate through the MM&P License Advancement Fellowship by applying for MM&P membership via comptroller@bridgedeck.org and mmpinfo@bridgedeck.org for reimbursement. The Fellowship reimburses 50% of non-



reimbursed training costs up to $10,000 per LDO for approved courses. For more information, email mmpinfo@bridgedeck.org.

MM&P IS HERE TO LISTEN

IF YOU HAVE ANY QUESTIONS, YOU CAN REACH CAPTAIN SHAWN TUCY OR CAPTAIN TOM LARKIN AT MMPINFO@BRIDGEDECK.ORG OR CALL 410-582-7046

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